



OCTOBER
2022

CIVILIAN CLIMATE CORPS: YEAR ONE IMPACT REPORT

BUILDING A GREEN WORKFORCE
TO ADDRESS SOCIAL, ECONOMIC
AND ENVIRONMENTAL INJUSTICES



TABLE OF CONTENTS

About the Report

3

Program Purpose

4

Program Administrators

5

Program Design

6

Member Make-Up

12

Impact Measurement

14

Special Thanks

20



BlocPower's New York City **CIVILIAN CLIMATE CORPS**

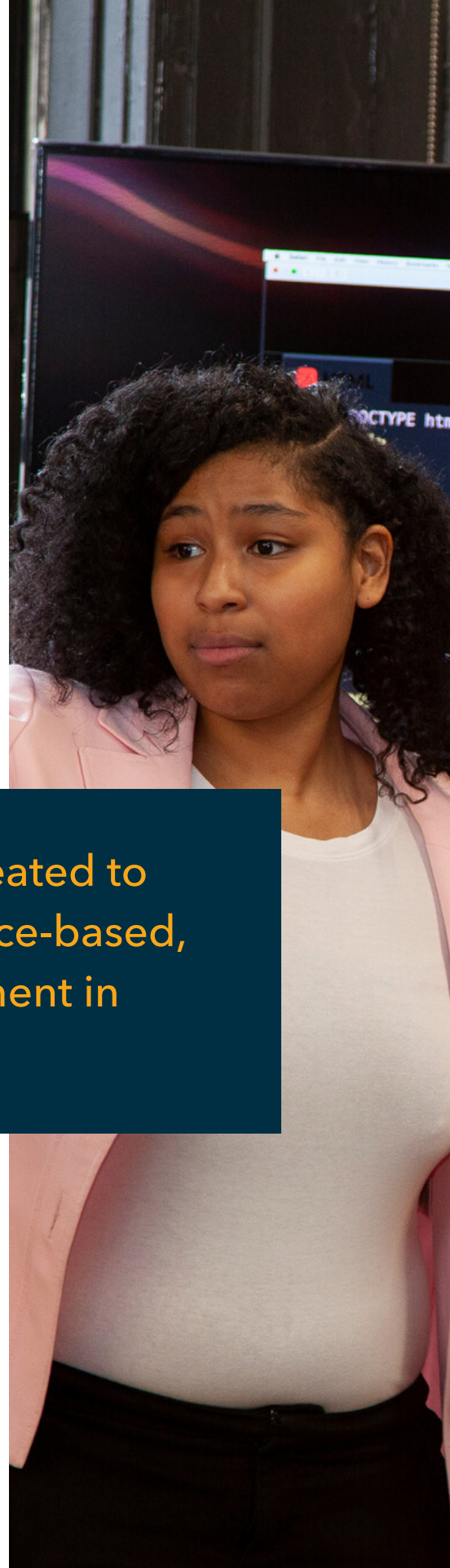
In Summer of 2021, the Mayor's Office selected BlocPower to lead a precision employment initiative designed to build a clean energy workforce in New York City communities most impacted by gun violence.

The project aimed to address pandemic-borne issues of public safety and social distress through economic opportunity. By September, BlocPower had launched its first Civilian Climate Corps training cohort.

The Civilian Climate Corps was created to expand opportunities through place-based, individual-level targeted engagement in high-need neighborhoods.

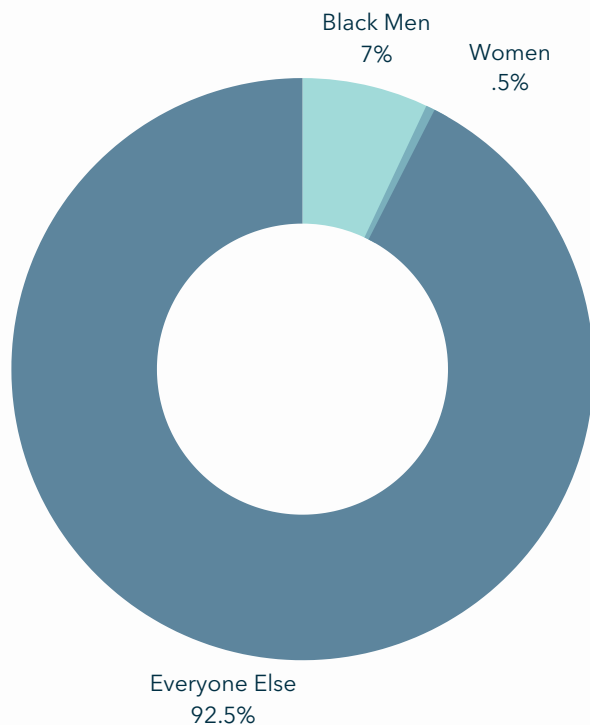
The program draws from neighborhoods most vulnerable to gun violence and environmental injustice, training participants to lead the way in building a greener, healthier future—starting with their own communities.

In this Year One Impact Report, you will read about the Civilian Climate Corps, learn about its members and understand the program's impact to date.



The Clock is Ticking on Climate. It's Time for a New Green Workforce.

We are at a tipping point: governments around the world are ramping up their fight against the climate crisis, but the labor force required to do this work is not yet at scale. At the same time, the industry is grappling with the fact that Black and women workers are deeply underrepresented in clean energy.



Demographics of Clean Energy Trade Jobs

Source: Brookings Institute, Advancing Inclusion Through Clean Energy Jobs

This presents a massive opportunity to introduce and engage historically underrepresented people in the green economy, training the workforce of tomorrow to conduct energy audits, weatherize buildings, upgrade electrical panels, install heat pumps and solar panels.



PROGRAM ADMINISTRATORS

BlocPower

BlocPower is a Brooklyn-based climate tech company making American cities greener, smarter, and healthier for all through building electrification projects. CEO Donnel Baird founded BlocPower in 2014 to reduce barriers to decarbonization—in particular for low- to moderate- income communities living in the unhealthiest, least efficient buildings.

Today, having eased the cost burden of green retrofits through an innovative, accessible and non-predatory financial product, he views the skilled labor shortfall as the biggest obstacle to building electrification at scale.



Mayor's Office of Criminal Justice

The New York City Mayor is committed to making NYC safer and fairer while ensuring the communities and individuals who need it most receive necessary resources.

The Mayor's Office of Criminal Justice works with different partners across and outside government, such as community-based organizations and mission-driven companies like BlocPower to design, develop, and implement data-driven programs that continue to innovate how, what and where we get resources to those who need and benefit from them most.

PROGRAM DESIGN

Coming out of prison, it felt like the smallest slip up would push the people I love away... The Civilian Climate Corps helped me get back on my feet and be there for my family.

– Elvis Collins, Former Civilian Climate Corps member; Current National Grid Apprentice

WHOLE-OF-PERSON APPROACH

Wraparound Services and Foundation Training

No Civilian Climate Corps member's story is alike; each has unique work and life experiences. That's why personalized case management is provided for all members.

Our case managers' deep understanding of members' needs enables us to position participants for long-term career success.

Programming includes a robust 3-month foundational training, preparing members for entry-level careers in green building trades and setting them up for success in any employment environment.

It kicks off with one month of career readiness. Career readiness is a core component of our program and is especially valuable to members—many of which have had limited access to resources that are instrumental in professional development.



Feedback from employer partners and research suggests that these skills are in greater demand than any specific trades skill. Additional programming includes resume workshops, workplace etiquette, business communication, interview preparation, digital and financial literacy, navigating relationships, managing conflict and more.



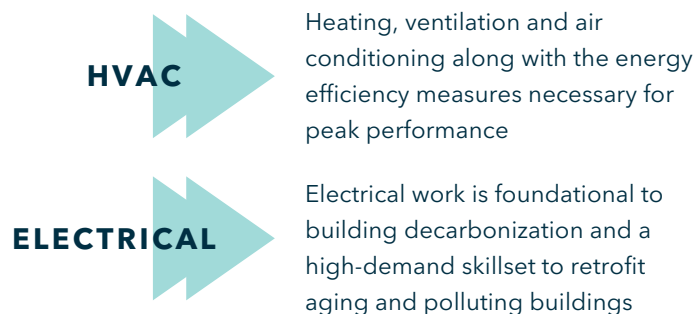
TECHNICAL SKILLS & REAL WORK EXPERIENCE

Providing practical skills and on-site experience

Career readiness is followed by two months of broad-based introduction to the building trades. This includes construction/carpentry, low voltage electrical, plumbing, HVAC and building energy efficiency auditing. All participants go through OSHA's 40 Hour Safety Training required for construction workers under Local Law 196 in New York City and Site Safety Training.

This component of the program ensures members are prepared to walk on any construction job site with the capability to learn everything they need on the job. They can work as general laborers, electrician assistants, assistant project managers and more. We call this "speaking the language of the trades."

This broad introduction to the trades allows members to develop skills and discover new interests before exploring opportunities for specialization in the next phase of the program.



MEMBER COMPENSATION

Alleviating a key roadblock to new career training

A fundamental element of our program that drives interest, retention and performance is paid training. Members are compensated for every hour in the program.

Sony Pierre is the Founder and CEO of ARA Emotional Wellness & Mental Hygiene, a community-based organization partnering with BlocPower on the Civilian Climate Corps program. Sony saw that many members of the program needed immediate financial assistance.

Money impacted their lives greatly and caused their emotions and mental wellbeing to be impacted by life challenges. Providing compensation while they are in training is a huge contribution to their mental health and emotional wellness.

– Sony Pierre, Founder & CEO of ARA Emotional Wellness & Mental Hygiene

Paid programming encourages members' engagement, motivates their activity, simulates a traditional work environment and allows them to bring their full focus to training. It is a critical component to addressing inequity in the green construction workforce.





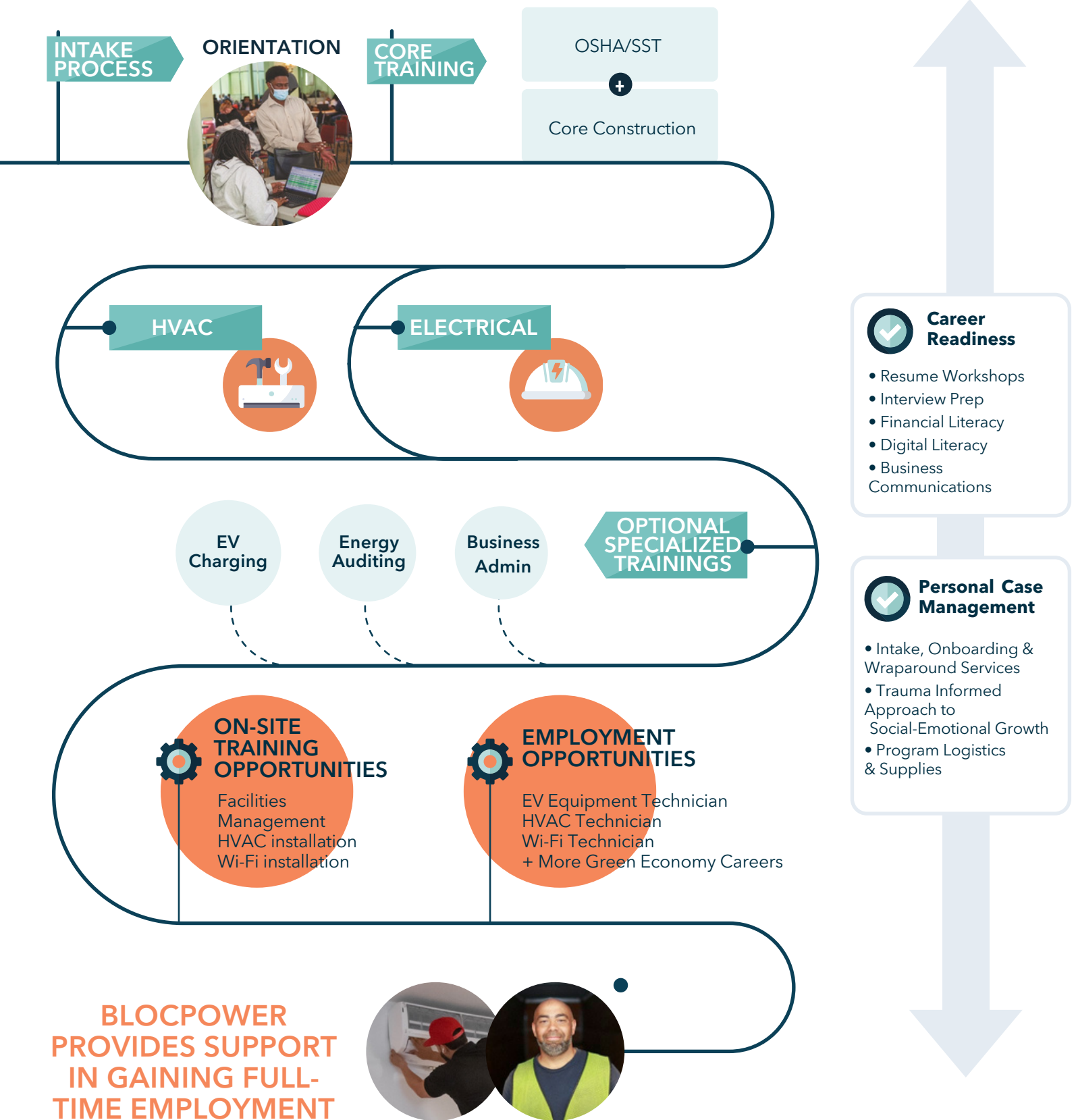
SUCCESS STORY: **Elvis Collins**

Two weeks after concluding a 5-year incarceration stint, Elvis Collins learned about the Civilian Climate Corps and signed up. Collins could not have partook in the program without the paid training, nor would he have had the chance to brush up on his communication skills or prepare a suitable resume to send off to potential employers.

His case manager provided the support he needed to approach personal challenges, and he is now working on rebuilding his relationship with his 13-year-old daughter.

Through the Civilian Climate Corps, Collins obtained a full time apprenticeship through National Grid with one of their contractors.

MEMBER JOURNEY



MEMBER MAKE-UP

I never imagined that I'd get the opportunity to do what I do now...This work is needed everywhere. I had to get over my fear of heights if I was going to continue climbing this ladder.

– Cheryl Robinson, Former Civilian Climate Corps member; Current BuildingWorks carpentry apprentice

MEET THE MEMBERS

There is a long-standing relationship between violence and location. Within cities, gun violence is most often concentrated in a small set of disinvested neighborhoods. That is where Civilian Climate Corps laid down its roots, **training 1,700+ members to date.**

 **22%**

Many members are returning citizens in need of new career pathways

 **27%**

Over a quarter of members have been directly impacted by gun violence

BlocPower launched the program in neighborhoods identified as most deeply impacted by gun violence, working from the start in close collaboration with deeply entrenched organizations with long histories of serving the communities in which this program operates—including Elite Learners, ARA Emotional Wellness & Mental Hygiene and others.

 **52%**

More than half of all members are between the ages of 18 and 35 years-old

 **25%**

A quarter of members are women, a group woefully underrepresented in building, construction and green careers

 **97%**

Nearly all members are Black and Brown, representing ethnicities historically left out of building, construction and green careers

 **81%**

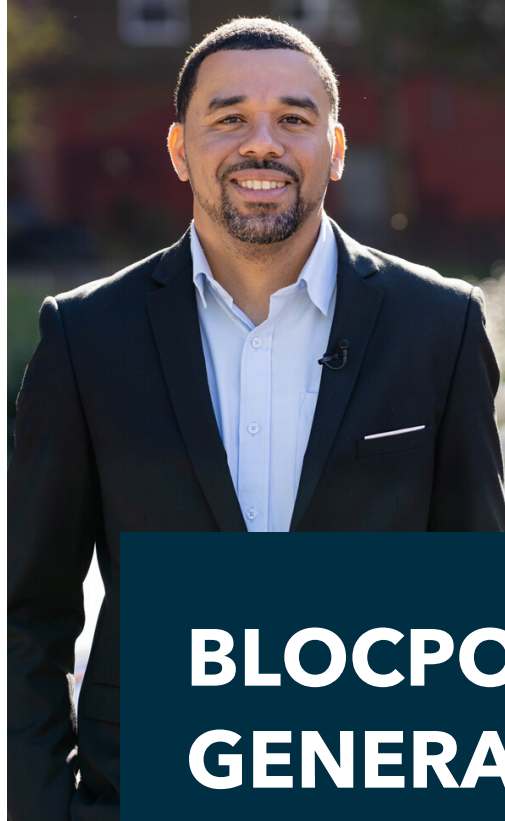
Over three-quarters of members were unemployed or underemployed prior to joining the Civilian Climate Corps

***See Page 16 to learn more about the significant impact these members will have on the workforce they're trained to join**

IMPACT MEASUREMENT

This was actual job training. And then from the job training, you actually go and work at a job. if you do your job good enough, you get hired on to the workforce.

– Andy Balkaran, Former Civilian Climate Corps member; Current Tier 4 Crew Member, Urban Energy



BLOCPOWER GENERAL MANAGER ON IMPACT

Co-founder and General Manager Keith Kinch oversaw the first cohort of what came to be known as the Civilian Climate Corps. A year later, he's just as excited about the project's impact on its participants and the city's climate trajectory. Here are his reflections:

There is a lot of work in the city that needs to be done now and over the next decade, and there's a need for new talent across the board. If we're going to address climate change and meet the needs of frontline communities, then we should be able to hire from frontline communities and work with local companies, and allow generational wealth to be built. So it is exciting.

It's one of the best things I've ever worked on.

MEMBER IMPACT

BlocPower is proud and humbled to be working with such a wide cross section of New York City residents, particularly those who are largely underrepresented in the green workforce for which the program is training.

Over 400+ job placements for Climate Corps members. A shift to a more equitable green workforce is underway.

■ 52% Between 18-35 Years Old

According to the Bureau of Labor Statistics, the average age of a construction worker is 42.5 years old. Younger workers are not entering construction at nearly the same rate retiring ones are departing.

■ 25% Women

Women represent just under 50% of the national workforce, but in 2019, well over 90% of the workers in green construction were men. For the HVAC mechanics, installers and technicians our country will rely on to swap millions of fossil fuel furnaces for heat pumps, this number jumps to over 99%.

■ 97% Black or Brown Adults

In 2020, Black workers made up 13% of the workforce but 5-7% of all insulation installers, clean energy electricians, skilled HVAC workers, solar photovoltaic installers, wind turbine technicians and clean transportation service mechanics and technicians. Just 3.2% of clean energy project construction managers are Black.

Source: BlocPower program enrollment data

PROJECT SCALE

The Civilian Climate Corps is designed to provide practical instruction and real world, on-site job experience. Take a look at what our members accomplished in their first year.

17

Training Cohorts

47

Training Periods

191

Projects Worked

5,122

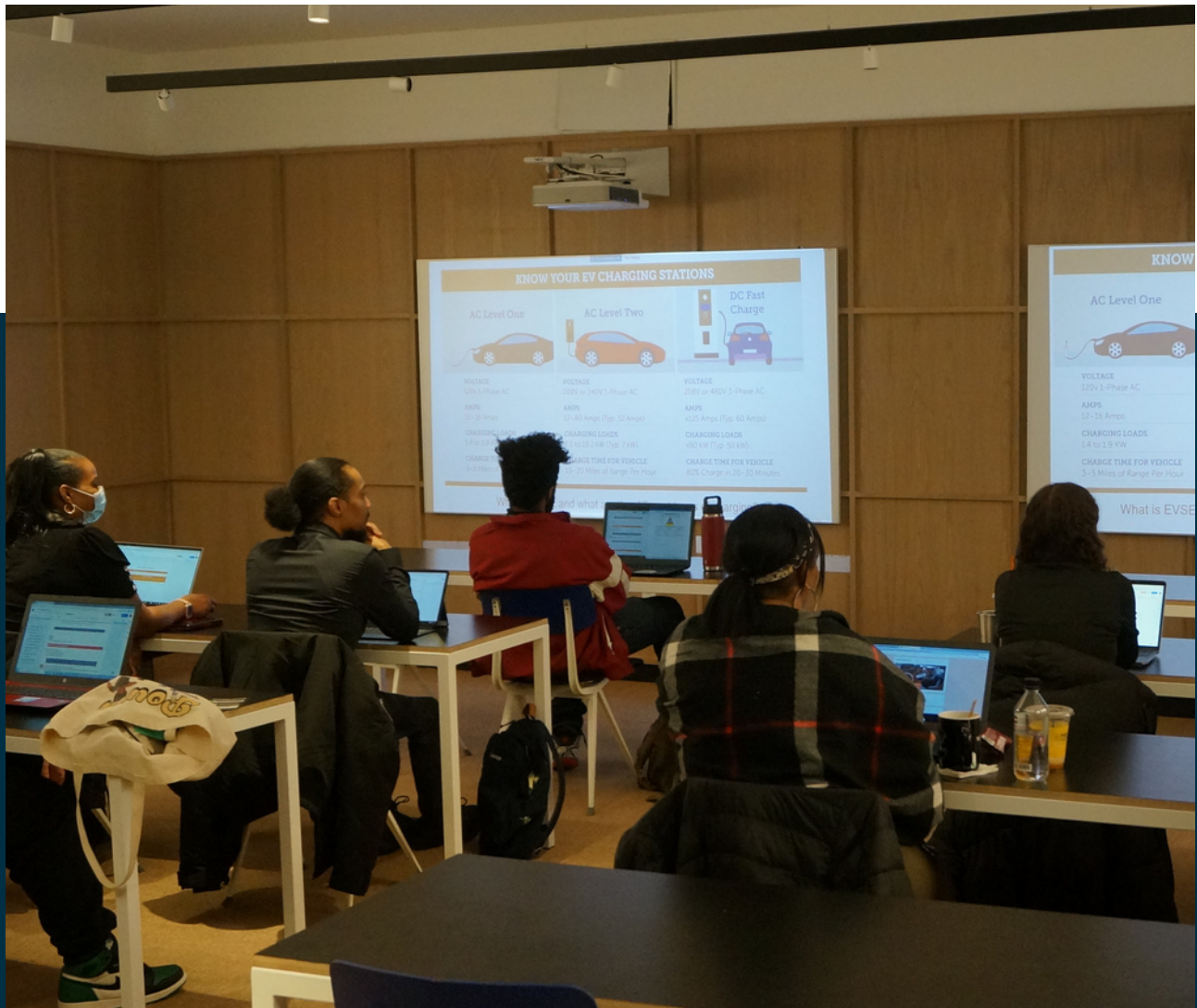
City Blocks Worked

3,200

Wi-Fi Units Installed

482

Buildings Impacted



IMPACT ON CRIME

We know that increasing economic opportunity is one of our best tools to reduce gun violence, so we've focused our training cohorts in communities most affected by its rise—including the 40th and 42nd precincts in the Bronx and the 67th precinct in Brooklyn.

28%


Year to Date Decline in Incidents of Gun Violence in These Precincts

Source: NYPD CompStat 2.0 as of September 2022

JOBS IMPACT

Preparing the next generation of the green, clean energy workforce

Graduates of the Climate Corps leave prepared to fill in-demand jobs in the clean energy and building modernization sectors, but also take with them invaluable soft skills, relationships with potential employers, self-belief and a vision for a long-term green career.



INSTRUCTOR OF THE YEAR
William Diaz Jr.
ESC Cabling

400+

Job Placements for
Civilian Climate Corps
Members

We are bridging the gap between the workforce needs of the clean energy trades and the real life needs of participants from the underrepresented communities we aim to include.

Many of our members were hired directly from employer partners that provided on-site work experience and training including CB Emmanuel, SuperCool HVAC, ChargerHelp!, Urban Energy, Downtown Alliance and more.

SPECIAL THANKS

This report would not have been possible without the collaboration of the following people (listed in alphabetical order)

Alex Apter
Sarina Cerro
Gwen Kahler
Roopak Kandasamy
Keith Kinch
Yannick Matia
Lizzy McNevin
Roy Morris
Bradford Parker
Val Shoates
Calvin Thompson
Rubi Trujillo

Our partners at Elite Learners, ARA Emotional Wellness & Mental Hygiene, PowerTools, Azul Productions, Empowering Work, Gentlemen's Factory, SMP Global Consultants and ICYFS Case Management.

And none of this would be possible without our incredible members. Thank you.



THANK YOU

PLEASE REACH OUT TO
WORKFORCE@BLOCPower.io
WITH ANY QUESTIONS

